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SUCCESSION PLANNING

The County of Los Angeles operates a network of complex departments that requires highly-skilled managers to deliver vital services to County residents. According to the Department of Human Resources, the County is expected to lose approximately 460 managers in the next five years, a trend that is unlikely to slow as the baby-boomer population leaves County service.

In response, the Department of Human Resources has developed succession planning tools that will aid managers in the process of identifying, developing, and retaining key talent. Succession planning increases the availability of experienced and capable employees who are prepared to assume management roles as they become available.

Succession planning will assist departments and the County to prepare for the loss of management talent and ensure that the continuity of effective service is not compromised.

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MOTION

MOLINA	_____
RIDLEY-THOMAS	_____
KNABE	_____
ANTONOVICH	_____
YAROSLAVSKY	_____

Without a succession plan, departments are left scrambling for replacement talent, which could take weeks or even months to secure, in addition to the expenditure of an inordinate amount of time and resource.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Chief Executive Officer to create a policy that mandates succession planning as part of all Management Appraisal and Performance Plan (MAPP) goals.

WE, FURTHER MOVE that the Board of Supervisors directs the Chief Executive Officer and Director of Personnel to enhance the County's succession planning program and capacity to support departmental efforts to identify and strengthen the "bench strength" of the County's MAPP manager pool.

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